

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

## First Amended CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Casa	Date Filed
10-CA-296477	6/15/22

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer University Hospital / Piedmont Augusta		b. Tel. No. (706)774-2944
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1350 Walton Way, Augusta, GA 30904	e. Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. (b) (6), (b) (7)(C)@uh.org
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify Principal Product or Service Health Care	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. (b) (6), (b) (7)(C) ZIP code)	4b. Tel. No.
	4c. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.	
Person making charge) (b) (6), (b) (7)(C) an Individual	
(Print type name and title or office, if any)	
Date: 06/14/22	
Address: (b) (6), (b) (7)(C)	
Tel. No.	
Fax No.	
e. (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Amended Charge  
10-CA-296477  
Attachment A

- On (b) (6), (b) (7)(C) 2022, the Employer disciplined its employee, (b) (6), (b) (7)(C), because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.
- Since around (b) (6), (b) (7)(C) 2022, the Employer denied its employee, (b) (6), (b) (7)(C) the opportunity to work as the (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees..
- On (b) (6), (b) (7)(C) 2022, the Employer disciplined its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.
- On February 18, 2022 the Employer through (b) (6), (b) (7)(C) engaged in surveillance of its employees' protected, concerted activities.
- On (b) (6), (b) (7)(C) 2022, the Employer disciplined its employee, (b) (6), (b) (7)(C), because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.
- ON February 25, 2022, the Employer through (b) (6), (b) (7)(C) coerced employees in the exercise of their Section 7 rights by threatening employees with discipline if employees discussed discipline or human resource's investigations with other employees.
- On (b) (6), (b) (7)(C) 2022, the Employer discharged its employee, (b) (6), (b) (7)(C), because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



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June 22, 2022

(b) (6), (b) (7)(C)

University Hospital / Piedmont Augusta  
1350 Walton Way  
Augusta, GA 30904

Re: University Hospital/ Piedmont Augusta  
Case 10-CA-296477

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney KERSTIN MEYERS whose telephone number is (470)343-7490. If the agent is not available, you may contact Field Examiner NEIL SAGUCIO whose telephone number is (336)582-7141.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its

determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal line extending to the right.

Lisa Y. Henderson  
Regional Director

Enclosure: Copy of first amended charge

cc: Jeffery L. Thompson, Attorney  
Constangy, Brooks Smith & Prophete, LLP  
PO Box 1975  
Macon, GA 31202-1975



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

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Telephone: (404)331-2896  
Fax: (404)331-2858



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June 22, 2022

(b) (6), (b) (7)(C)

Re: University Hospital/ Piedmont Augusta  
Case 10-CA-296477

Dear (b) (6), (b) (7)(C):

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney KERSTIN MEYERS whose telephone number is (470)343-7490. If the agent is not available, you may contact Field Examiner NEIL SAGUCIO whose telephone number is (336)582-7141.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal line extending to the right.

Lisa Y. Henderson  
Regional Director



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**Second Amended CHARGE AGAINST EMPLOYER**  
INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

10-CA-296477

6/24/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer University Hospital / Piedmont Augusta		b. Tel. No. (706)774-2944
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1350 Walton Way, Augusta, GA 30904	e. Representative (b) (6), (b) (7)(C)	f. Fax No. (b) (6), (b) (7)(C) uh.org
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify Principal Product or Service Health Care	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment		

3. (b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)	
4. (b) (6), (b) (7)(C) city and ZIP code	4b. Tel. No.
	4c. (b) (6), (b) (7)(C)
	4d.
	4e. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be organization)	
6. DECLARATION	
(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.	Tel. No.
(b) (6), (b) (7)(C) an Individual	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) filing charge)	Fax No.
Address: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Date: 06/23/22	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Second Amended Charge  
10-CA-296477  
Attachment A

- On (b) (6), (b) (7)(C) 2022, the Employer threatened employees with discharge for engaging in protected, concerted activities protected by Section 7 of the Act.
- On (b) (6), (b) (7)(C) 2022, the Employer disciplined its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.
- Since around (b) (6), (b) (7)(C) 2022, the Employer denied its employee, (b) (6), (b) (7)(C) the opportunity to work as the (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees..
- On (b) (6), (b) (7)(C) 2022, the Employer disciplined its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.
- On February 18, 2022 the Employer through (b) (6), (b) (7)(C) engaged in surveillance of its employees' protected, concerted activities.
- On (b) (6), (b) (7)(C) 2022, the Employer disciplined its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.
- Since on or about (b) (6), (b) (7)(C) the Employer has denied its employee (b) (6), (b) (7)(C) the opportunity to transfer to another department within the hospital because (b) (6), (b) (7)(C) engaged in protected concerted activities on behalf of (b) (6), (b) (7)(C) of other employees.
- ON February 25, 2022, the Employer through (b) (6), (b) (7)(C) coerced employees in the exercise of their Section 7 rights by threatening employees with discipline if employees discussed discipline or human resource's investigations with other employees.
- On (b) (6), (b) (7)(C) 2022, the Employer discharged its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities protected by Section 7 of the Act, and/or because the Employer believed (b) (6), (b) (7)(C) had participated in protected, concerted activity on behalf of (b) (6), (b) (7)(C) and other employees.





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June 24, 2022

(b) (6), (b) (7)(C)

University Hospital / Piedmont Augusta  
1350 Walton Way  
Augusta, GA 30904

Re: University Hospital/ Piedmont Augusta  
Case 10-CA-296477

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of the second amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Kerstin Meyers whose telephone number is (470)343-7490. If the agent is not available, you may contact Field Examiner Neil Sagucio whose telephone number is (336)582-7141.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the second amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

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If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry D. Combs", with a stylized flourish at the end.

TERRY D. COMBS  
Acting Regional Director

Enclosure: Copy of second amended charge

cc: Jeffery L. Thompson, Attorney  
Constangy, Brooks Smith & Prophete, LLP  
P.O. Box 1975  
Macon, GA 31202-1975



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

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June 24, 2022

(b) (6), (b) (7)(C)

Re: University Hospital/ Piedmont Augusta  
Case 10-CA-296477

Dear (b) (6), (b) (7)(C):

We have docketed the second amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Kerstin Meyers whose telephone number is (470)343-7490. If the agent is not available, you may contact Field Examiner Neil Sagucio whose telephone number is (336)582-7141.

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Very truly yours,

A handwritten signature in black ink, appearing to read "Terry D. Combs", with a stylized flourish at the end.

TERRY D. COMBS  
Acting Regional Director



Fickling & Co. Building  
577 Mulberry Street  
Suite 710  
Macon, GA 31201  
Telephone: (478) 750-8600 Facsimile: (478) 750-8686

jthompson@constangy.com  
(478) 621.2423

June 15, 2022

**VIA ELECTRONIC MAIL – Kerstin.Meyers@nlrb.gov**

Ms. Kerstin Meyers  
Field Attorney  
National Labor Relations Board, Region 10  
401 W. Peachtree St., NW  
Suite 472  
Atlanta, GA 30308

**RE: University Hospital/Piedmont Augusta  
Case No. 10-CA-296477**

Dear Ms. Meyers:

Please accept this letter as my notice of appearance in the above-styled case. My contact information is as follows:

Jeffery L. Thompson  
Constangy, Brooks, Smith & Prophete, LLP  
P.O. Box 1975  
Macon, GA 31202  
478.621.2423  
jthompson@constangy.com

Please forward me a copy of all correspondence. If you have any questions or need additional information, please do not hesitate to contact me. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jeffery L. Thompson".

Jeffery L. Thompson

JLT 

Alabama California Colorado Florida Georgia Illinois Massachusetts Missouri  
New Jersey New York North Carolina South Carolina Tennessee Texas Virginia Wisconsin



NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

University Hospital / Piedmont Augusta
Individual
and

CASE 10-CA-296477

University Hospital/ Piedmont Augusta

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Heather Odell

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Richard P Rouco	
MAILING ADDRESS: 2 - 20th Street North, Ste. 930	
Birmingham AL	
E-MAIL ADDRESS: rrouco@qcwdr.com	
OFFICE TELEPHONE NUMBER:	2059187430
CELL PHONE NUMBER:	FAX: 220930
SIGNATURE: <i>Richard P Rouco</i>	
DATE: Tuesday, July 12, 2022 1:53 PM Eastern Standard Time	

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY. A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



Fickling & Co. Building  
577 Mulberry Street  
Suite 710  
Macon, GA 31201  
Telephone: (478) 750-8600 Facsimile: (478) 750-8686

[jmartin@constangy.com](mailto:jmartin@constangy.com)  
(478) 621.2407

December 1, 2022

**VIA ELECTRONIC MAIL – Kerstin.Meyers@nlrb.gov**

Ms. Kerstin Meyers  
Field Attorney  
National Labor Relations Board, Region 10  
401 W. Peachtree St., NW  
Suite 472  
Atlanta, GA 30308

**RE: University Hospital/Piedmont Augusta  
Case No. 10-CA-296477**

Dear Ms. Meyers:

Please accept this letter as my notice of appearance in the above-styled case. My contact information is as follows:

W. Jonathan Martin, II  
Constangy, Brooks, Smith & Prophete, LLP  
P.O. Box 1975  
Macon, GA 31202  
478.621.2407  
[jmartin@constangy.com](mailto:jmartin@constangy.com)

Please forward me a copy of all correspondence. If you have any questions or need additional information, please do not hesitate to contact me. Thank you for your attention to this matter.

Sincerely,

/s/ W. Jonathan Martin, II

W. Jonathan Martin, II

WJM  (b) (6), (b) (7)(C)